

THIS IS AN EXTRACT FROM THE CALL FOR NOMINATIONS FOR IFAC GROUPS IN 2026

CALL FOR NOMINATIONS

FOR PROFESSIONAL ACCOUNTANCY ORGANIZATION
(PAO) DEVELOPMENT & ADVISORY GROUP IN 2026

NOVEMBER 2024



International
Federation
of Accountants®

PROFESSIONAL ACCOUNTANCY ORGANIZATION DEVELOPMENT AND ADVISORY GROUP (PAODAG)

ADVISORY GROUP SIZE:

19 members⁸

VACANCIES:

0–6 members

Included in the above is 1 current member eligible for re-appointment

Call for Nominations

The Nominating Committee is looking for volunteers to fill member positions for an initial term of up to 3 years of service commencing January 1, 2026. The PAODAG size allows some flexibility with the number of open positions.

Based on the current membership size, the Nominating Committee may fill up to 6 vacancies, including any potential re-appointments of current members.

Nominations of candidates with the required experience and skills as outlined below from all regions of the world are welcome, particularly from Latin America, Asia, and Africa-Middle East (MENA). There is currently a majority female composition, and the Nominating Committee will aim to maintain gender diversity.

The Nominating Committee is seeking nominations from a diverse pool of experts with extensive experience in the accountancy profession, including accounting technicians. These individuals can come from both developed and emerging economies and represent various sectors of the profession. Candidates must be nominated and supported by IFAC member organizations.

Candidates for the PAODAG should have a clear understanding of IFAC's role and activities as it relates to the development of the accountancy profession and Professional Accountancy Organizations (PAOs), and should ideally have experience in the following areas:

- Experience in providing guidance and facilitating the ability to build the capacity of the accountancy profession and/or PAOs where it is less established.
- Experience in providing, and willingness to provide, direct technical assistance and implementation support to developing PAOs, the Statement of Member Obligations (SMOs), and IFAC membership criteria.
- Experience in advocating for PAO interests and partnering with key stakeholders, including national governments.
- Having relationships with donor organizations and development agencies, and/or working with such organizations on projects focused on building the capacity of the accountancy profession and/or PAOs.
- Strong English language skills are required. Knowledge of other languages would be a plus.



ABOUT THE PAODAG

The IFAC PAO Development & Advisory Group helps IFAC support strong, sustainable professional accountancy organizations—the most effective, efficient, and sustainable source for advancing the accountancy profession—around the world as part of the IFAC's capacity-building efforts. The Advisory Group actively contributes to IFAC's strategic objectives, especially in preparing a future-ready profession. To learn more about the PAODAG, please see the [PAODAG web page](#) on the IFAC Website.

⁸ The PAODAG membership is no less than 16 and no more than 22 members based on its Terms of Reference.

Overview of the Position and Volunteer Responsibilities

Members are expected to be committed to, and engaged in, the PAODAG's work as follows:

Provide assistance and mentoring to developing PAOs as they strive to improve and meet IFAC's membership obligations and global best practices.

Advise and provide strategic insights on trends to IFAC and on opportunities relevant to capacity building for PAOs, as well as on implications for development of the accountancy profession.

Advocate for and raise awareness of the importance of strengthening PAOs in support of the profession and public interest, including through outreach activities and speaking engagements.

Enable access to resources and expertise to support PAO development (e.g., guidance, resources, and tools) by establishing and maintaining links with partners, including nominating organizations, other IFAC member organizations, international development partners, regional organizations, and relevant public and private sector stakeholders.

Consult with their nominating organization and other PAOs as appropriate to discuss agenda matters, as well as to communicate the outcomes of meetings.

Act with integrity and in the public interest. This includes acting in the interest of the global profession and not a specific region or PAO.

TIME COMMITMENT

The total expected time commitment is approximately 150–200 hours per year, excluding travel.

The PAODAG generally meets 2 times per year for 2-day hybrid meetings. The PAODAG Chair may decide to schedule additional meetings (virtual), as needed.

Members are required to dedicate approximately 100–150 hours for (i) outreach activities (events and technical assistance); and (ii) workstream activities (virtual meetings; development of outputs).



PAO DEVELOPMENT ADVISORY GROUP ROTATION SCHEDULE 2025						Term Ending (X) Eligible for re-appointment (X1)		
Chair	Region	Country	Nominating Organization	Professional Classification	Service	2025	2026	2027
Misita (Chair, 2021-2026)	EU	Bosnia and Herzegovina	UAAFVFBH	Consultant	2018		X1	
Members	Region	Country	Nominating Organization	Professional Classification	Service	2025	2026	2027
Abou El Mikias	A-ME	Morocco	OECRM	P-SMP	2024		X1	
Alamanos	EU	UK (Greece)	ACCA	P-OIN (Crowe)	2024		X1	
Bunjaku	EU	Kosovo	SCAAK	NGO	2024		X1	
Caballero	LAC	Trinidad and Tobago	ICATT	Member Staff	2024		X1	
Ebanks	LAC	Cayman Islands	CIIPA	Member Staff	2020	X		
Fall	A-ME	Senegal	ONECCA	P-SMP	2024		X1	
Hamid	EU	UK	CIPFA	Member Staff	2021		X	
Holroyd-Smith	EU	UK	ICAEW	Member Staff	2025			X1
Jaiyeola	A-ME	Nigeria	ICAN	P-SMP	2020	X		
Karake	A-ME	Rwanda	ICPAR	Int Agency	2023	X1		
Maloney	AU	Australia	IPA	Member Staff	2025			X1
Martin (Deputy Chair, 2022-2025)	NA	USA	AICPA	Consultant	2021		X	
Molatedi	A-ME	Botswana	BICA	Member Staff	2025			X1
Rehman	AS	Pakistan	ICAP	P-Big 4 (PwC)	2024		X1	
Salcedo	LAC	Colombia	INCPC	Retired P-Big 4	2025			X1
Santos	AS	Philippines	PICPA	P-SMP	2022			X
Wammes	EU	Netherlands	Royal NBA	Member Staff	2024		X1	
Wang	AS	China	CICPA	Member Staff	2025			X1
Total						3	10	6